

IPC/SSPC Joint Hiring Justification Meeting
4/30/2010

In attendance: Margie Carrington, Byron Ramey, Linda Hayes, Janet Stringer, Jenny Castello, Martin Partlan, Jonna Pounds, Ruth Miller, Leonor Cabrera, Debbie Joy, Regina Blok, Michael Stanford, Denise Ericson, Carol Rhodes, Lorraine Barrales-Ramirez, Valeria Estrada, Karen Olesen, Lucy Nolasco, Jeanette Medina, Sharon Finn, Greg Stoup, Soraya Sohrabi

Each Department was given five minutes to present and two minutes for questions: Chemistry, Counseling, English, EOPS Counselor, History, Math, Speech justifications were presented.

Chemistry – Jeanette Medina presented with a PowerPoint and handouts. College approved a fulltime hire in 2006 but it did not work out. New hire was terminated in 2009. Chemistry currently has 1 full-time faculty and six adjunct faculty. Chemistry supports STEM majors and has new equipment that needs to be incorporated into the labs purchased by the NSF grant. It was mentioned that the new Chemical Lab Technology program is a CTE pathway that may attract more males to vocational programs. Many of the Chemistry classes also support Biology degree completion.

Counseling – Byron Ramey presented. While enrollment has increased, appointment times have decreased – example, Byron was the only Counselor available during drop-in and all counseling slots were filled very quickly and several students had to wait up to two hours to meet with the Counselor. Currently Cañada has three Counselors for Cañada's 7,500 students (1:2,400 + counselor to student ratio). There was additional discussion about the necessary work counselors provide when not working directly with students including curriculum development, workshops, articulation, committee work, etc.

English – Jenny Castello presented since the English faculty member was unavailable. The English Department (English, Reading and Literature), currently has 6 full-time faculty members. English is an important pathway for all certificate and degree completion.

EOPS Counseling – Lorraine Barrales-Ramirez presented. EOPS serves low income, educationally disadvantaged students/non-traditional students. The EOPS Counselor also takes care of CalWORKs and the CARE (low income parents) students. Currently EOPS has 400 students and is unable to serve all the students that qualify for the program. EOPS Students are required to be fulltime and to see an EOPS Counselor three times a semester. The only full-time EOPS Counselor also does Coordination duties so her student contact is reduced. EOPS has one part-time Counselor who works 10 hours per week. It will be difficult to take in any new students without additional counseling support.

History – Michael Stanford presented with handouts showing how History is part of the transfer mission of the College. Currently the History Department has one full-time professor. Having a second full-time History Professor would help in stabilizing the program, collaborate on planned projects including the development of additional learning communities and teaching the much needed transfer courses.

Math – Janet Springer presented since the Math faculty member was unavailable. Currently the Math department has 4 full-time faculty and 14 adjunct faculty. Math 811 has been revamped to promote mastery. An additional Math instructor is needed to work with the Basic Skills initiative. Math is an important pathway for transfer and with the significant growth in STEM, there is high need.

Speech – Jenny Castello presented. Currently Speech does not have a full-time faculty member. There are four adjunct faculty. Speech is important for transfer and a full-time faculty member will create a transfer pathway. Cañada needs to offer core transferable courses and create a Speech degree.

Martin Partlan, Academic Senate President explained that the same presentations were presented to Academic Senate. After voting Academic Senate's top four were Counselor, EOPS Counselor, History and Speech. A second vote to identify the top two within the top four was conducted. The top two were Counselor and Speech.

Margie Carrington displayed several faculty load data comparisons prepared by the Office of Instruction before the group discussion regarding the position justifications and hiring priorities.

Comments and Questions:

- It is the hope to get clear direction from IPC as to the critical needs of the campus. A clear understanding for faculty of the College needs would provide better guidance before putting forward a position and justifications are written.
- What is the most critical need for the College?
 - The need for full-time faculty given over a 2/3 reduction in the number of full-time tenured faculty in the last 20 years.
 - Clear transfer pathways are a critical need.
- Would full-time faculty replace adjunct faculty?
 - Yes, was the consensus for instructional faculty; not articulated for counseling faculty
- Can we share resources from our sister colleges; full-time faculty from Skyline and CSM?
 - Was mentioned that counselors from CSM and Skyline will help finals week.
 - Concern over skills needed/commitment to Cañada.
- Counseling innovations?
 - Counseling is now having group counseling for new and first time students.
 - E-counseling
 - Seeing trend in reverse articulation.
- Acknowledgement that every position is needed and our process is to identify areas especially critical.

After the IPC/SSPC voted:

- (1) Counseling
- (2) Chemistry
- (3) History
- (4) EOPS Counselor